

ANNUAL REPORT 2020





ABOUT THIS REPORT

Tēnā koutou katoa

The primary goal of Diversity Works New Zealand, as the national body for diversity and inclusion, is to support organisations in their journey to unlocking the potential from a diverse workforce. Since being established as the Equal Opportunities Trust in 1992, we have been sustained by a unique partnership between government and employers, aimed at building an increasingly inclusive Aotearoa.

In order to achieve this goal, we need to implement a business strategy that responds to the interests of all our stakeholders, supported by an annual workplan that secures the resources and reputation on which our organisation depends.

This understanding informs our approach to our annual reporting. In this report we aim to provide a succinct assessment of our current and longer term strategy in relation to the key considerations for diversity and inclusion in New Zealand, our performance against financial and non-financial objectives, and our priorities and expectations for the year ahead.

This annual report was approved by the Board of Trustees on 15 October 2020, and we present this to our members and the wider stakeholder community as a basis for engagement, with an invitation for any feedback. Thank you for reading our annual report – please direct any comments to ceo@diversityworks.nz



Susan Doughty
Chair, Board of Trustees



John Christie
Chair, Finance Committee

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OUR PURPOSE

The national body advocating for and enabling a more inclusive New Zealand.



OUR VISION

An economy powered by diverse and inclusive workplaces.

OUR DIVERSITY WORKS WHĀNAU

We are the national body for workplace diversity and inclusion.

We help New Zealand organisations do workplace inclusion well and do well because of it.

OUR TEAM

10 Employees

- 2 male, 8 female (7 cisgender and 1 transgender)
- 6 ethnicities (some identifying with more than one group)
- 30% LGBTQI+ representation
- 20% disability and neurodiversity representation
- Age range 26 – 64

10 Facilitators

9 Trustees

- 4 Public Sector Trustees
- 5 Private Sector Trustees

OUR WORKPLACE CHAMPIONS

483 Members

- 60% Private Sector
26% Public Sector
14% Not-For-Profit
- 57% small to medium-sized organisations
43% medium to large-sized organisations
- 60% Waikato to Far North
29% Taupo to Wellington
11% South Island

6 Alliance Partners

- Coca Cola Amatil
- Russell McVeagh
- Skills Highway
- Te Kawa Mataaho
Public Service Commission
- Te Puni Kōkiri
- Te Tari Taiwhenua
Internal Affairs

We are committed to making diversity work positively for New Zealand.

Our members and stakeholders can expect that we are:

- Welcoming
- Generous with our knowledge
- Optimistic about being change makers
- Trusted, research-led, committed and pragmatic advisors

HOW WE DID THIS YEAR

23 more customised workshops

Amongst other corporate engagements, a number of events were run on Cultural Intelligence, following the Christchurch mosque attacks. Five training courses have been redeveloped for online delivery, due to Covid-19

Membership up

6%

Growth mainly recorded in the first two quarters of the year, slowing down in the last quarter due to Covid-19

Revenue up

8%

Mainly due to an increase in membership

Engagement up

51%

We engaged face-to-face with 6,334 people, in seven regional centres and our three major cities

Covid-19 lockdown support

5 training courses have been redeveloped for online delivery

A series of 5 webinars attracted 881 registrations

10 Facebook Live interviews were hosted, featuring champions in diversity and inclusion

7 fewer public workshops

11 events were cancelled or postponed due to Covid-19



76

Diversity Awards NZ™ entries

17 entries less than the previous year

Workplace Diversity Survey up

252%

Increase in respondents from 368 to 929

86% satisfaction

Companies rating their experience as satisfied or very satisfied

HOW WE CREATE VALUE

As an agent of positive change, WE RELY ON

SOCIAL AND RELATIONSHIP CAPITAL

Our public-private partnership provides us with a social license to operate and grow. We maintain strong relationships with our stakeholders, including government, member and non-member organisations, advocacy groups, partners, suppliers, communities and society at large, by regularly conducting dialogue with them and by performing research on what topics matter most to them. A commitment to social issues and sustainability is core to our brand and reputation.

HUMAN AND INTELLECTUAL CAPITAL

We have specialised skills in building inclusive organisational cultures and are committed to attracting, retaining and developing talented and dedicated employees. Our operating model is scalable and responsive to our stakeholder requirements. We walk the talk in building a team that is diverse, engaged and culturally grounded, with an organisational culture of inclusion and psychological safety.

FINANCIAL CAPITAL

We use revenues generated through member donations, government funding, and fees for services rendered, to invest in our activities.

DIGITAL AND TECHNOLOGICAL CAPITAL

Our business activities are conducted through tangible and virtual infrastructure. We are investing in process engineering, data management, innovation, knowledge, insights and systems.

TO UNDERTAKE

LONG-TERM STRATEGIC FOUNDATION

Knowledge

Increasing the depth of knowledge on issues related to diversity, equity and inclusion in New Zealand.

Collaboration

Connecting the stakeholders in the diversity ecosystem into a framework that creates a movement for change.

Engagement

Enabling businesses to unlock the value of diversity for economic and social prosperity.

MEDIUM-TERM STRATEGIC PRIORITIES

- A maturity framework to inspire excellence.

- A fit-for-purpose team.
- Research and resource development.

- A sustainable funding model.
- A platform to connect the ecosystem.

TAKING INTO CONSIDERATION

• Social context

Changing ethnic demographics, widening inequity and poverty gap, human rights, media scrutiny, the global narrative, regional development, Covid-19 impact on social values.

• Technological context

Connectivity, security and data protection, digital inclusion, accelerating digital transformation, open access knowledge expectations.

• Economic context

Macroeconomic context, Covid-19 recession, higher unemployment, changing monetary conditions, regulation.

IN ORDER TO CREATE AND SHARE VALUE

FOR WORKPLACES ACROSS NEW ZEALAND

- Expert advice
- Best practice tools and resources
- Celebration of excellence
- A peer-support network
- A customer experience that makes a difference

FOR OUR PUBLIC AND PRIVATE SECTOR FUNDERS

- A leader in the field of diversity, equity and inclusion in Aotearoa
- Contribution to social cohesion
- Unlocking diversity as a strategic enabler of global competitiveness
- Regional engagement and development

FOR EMPLOYERS

- A workplace of inclusivity and psychological safety
- Responsible and ethical working relationships
- Opportunities for advancement

FOR SOCIETY AT LARGE

- Building a country of belonging



ABOVE safe
WORK safe
HOME safe

CHAIR'S REPORT

The emergence of COVID-19 has shown us that we have a lot more in common than we are aware of. It is a virus that doesn't discriminate, and one that does not respect international borders or social boundaries.

Yet, the way in which our society is structured has enabled women and minority groups to be disproportionately impacted by the pandemic and, thus, has shone an uncomfortable light on the inequalities that exist in our communities. Workplaces play an important and central role in challenging these inequalities.

To conduct business in the volatile environment we have been faced with, while maintaining financial soundness, requires prudent management and agile responses to the conditions. I am therefore pleased to report that, financially, the year finished strongly. Our revenues have continued to increase and the surplus for the year is \$327,143. We have now built our reserves to a level ensuring short-term sustainability, which is of paramount importance given the voluntary nature of our membership model.

We have recently completed a comprehensive strategy review and look forward to the implementation of a step-change in adding value to workplaces across Aotearoa. Our strength lies in the fact that we are a public-private partnership and we are looking to work more collaboratively with all our stakeholders. Ultimately, both the public and private sectors have the same talent pool

pressures and mutual goals to provide the best of products and services to an increasingly diverse community. We all need to work together to find sustainable solutions and our accumulated surplus of \$403,265 positions us well for continuing to innovate through product development and research in this regard.

During the year, we also had to bid a sad farewell to three of our Public Sector Trustees (Naomi Ferguson, Helene Quilter and Michelle Hippolite), as well as Michael Barnett who has given 23 years of exemplary service to our organisation in his role as Trustee and Chair of the Board. Ngā mihi nui ki a koutou katoa. In their place, we are fortunate to welcome three new Trustees from the Public Sector (Nicola Ngawati, Mac Leauanae and Alex Chadwick).

But such is the nature of good governance – continuous renewal, whilst ensuring robust succession to retain the wisdom and learnings from the past. The global narrative around diversity, equity and inclusion is becoming increasingly complex, and the issues can only be addressed if an organisation such as ours has a strong governance core to filter and contain the many diverse opinions impacting on its decision making.

We will remain humble, respectful and responsive to



change, but we cannot ever play small. Diversity Works New Zealand will always endeavour to augment our own understanding of our environment by listening and learning, but we will not ever apologise for holding a position that pushes the boundaries of our societal comfort zones.

I wish to thank my fellow Trustees for their counsel and support during the year, particularly Adrienne Miller who filled in as Acting Chief Executive for five months, and further acknowledge the work done by all the management team and staff. Your ongoing commitment to our organisation and the cause that we stand for is appreciated and valued.

He waka eke noa.

A handwritten signature in black ink that reads "S. Doughty".

SUSAN DOUGHTY
Chair, Board of Trustees



FROM THE CHIEF EXECUTIVE

In a crisis, we are a people that show exceptional resolve and solidarity. We are willing to innovate. We can adapt our work and lifestyles. And we do it all whilst remaining kind and supportive of the collective effort.


As we build back our economy, we have an opportunity to put a human-centric lens at the core of our recovery. We are in a unique point in time to command the power of five million to stare down prejudice and inequity, much in the same way as we are doing with Coronavirus.

Establishing equity, equality and human dignity is a sustainability challenge that the entire human society is facing at the moment. It is a challenge that is complex, and messy, and ever evolving – and one where organisations and businesses can play a critical role through making the workplace better for everyone.

The work that we do at Diversity Works New Zealand is all about

tackling the issue of inequality head-on, and leading the way in how we transform our workplaces for the good of all our people. I was privileged to join as the steward of this extraordinary organisation earlier this year, and am pleased to report on a successful 2019-2020 in supporting this important kaupapa.

In answering the question as to what good looks like in inclusive workplaces, I'd like to recognise Vector Limited, the supreme winner of the 2019 Diversity Awards NZ™. By approaching the issue of diversity and inclusion from a strategic perspective, taking into account the challenges that come with working in a historically male-dominated industry, Vector won in two categories, demonstrating



He aha te mea
nui o te ao?
He tāngata,
he tāngata, he
tāngata.

excellence in their approach to gender equity and positive employment opportunities for people with disabilities.

From an operational perspective, we have further increased our membership numbers by six per cent during the reporting year, and our year-on-year growth in engagement was more than 50 per cent. In many ways, Covid-19 has provided us with exactly the nudge that we needed to take our offerings online, which reflects in our engagement numbers. It is also testament to the work of a small and resilient team that remained agile enough to adjust successfully during a crisis.

In addition, we experienced further growth in the uptake of our Diversity and Inclusion Stocktake and have recently surpassed the 150 mark in stocktake reports and advisories. After two years of work with this tool, we are seeing a richness emerge from the data that we will use to enhance the value of this tool through organisational benchmarking.

Whilst we are fortunate to report on a successful year, Diversity Works

New Zealand will face some challenges in the next financial year. Clearly, we are in the midst of a significant economic dislocation and any financial commitments will need to be considered carefully against the economic backdrop.

But we are now firmly focused on 2020 and beyond. Our strategy review has provided the framework for a shift in our approach to achieving sustainable impact and we are privileged to be working from a good base. None of the milestones that we achieved during the past year would have been possible without our members, Alliance Partners, stakeholders and trusted advisors. We gratefully acknowledge all your contributions and support.

I wish to express my sincere gratitude to the Board of Trustees for the valuable guidance and insight that they provided during the past year in the achievement of our objectives.

Furthermore, I would like to thank our wonderful people for the resilience, commitment and hard work displayed during the

year. Often, in the midst of all the challenges, one fails to see the “small wins”. Hopefully, the successes reflected in this report will serve as motivation for all of us to increase the pace and improve our performance even further in the coming year.

I look forward to building on the achievements of this past year in order to accelerate the impact of Diversity Works New Zealand across the country, worthy of the responsibility to act as the national body for diversity and inclusion.



MARETHA SMIT
Chief Executive

FUTURE FIT

To remain relevant to our members and New Zealand society, our organisation needs a strategic plan that allows for growth, transformation and connection. Here is an outline of where we are going in 2020-21 and beyond. He waka eke noa.

THE STRATEGIC CONTEXT

The establishment of the Equal Employment Opportunities Trust, 27 years ago, was an acknowledgment by leaders in the public and private sectors that the world of work was changing. The immediate need, at the time, was research and training to build skills in organisations to manage an increasingly diverse talent pool.

Over time, we have seen consistent and steady improvement in the maturity of the disciplines and practice related to the development of inclusive organisational cultures. These past years have, also, seen an

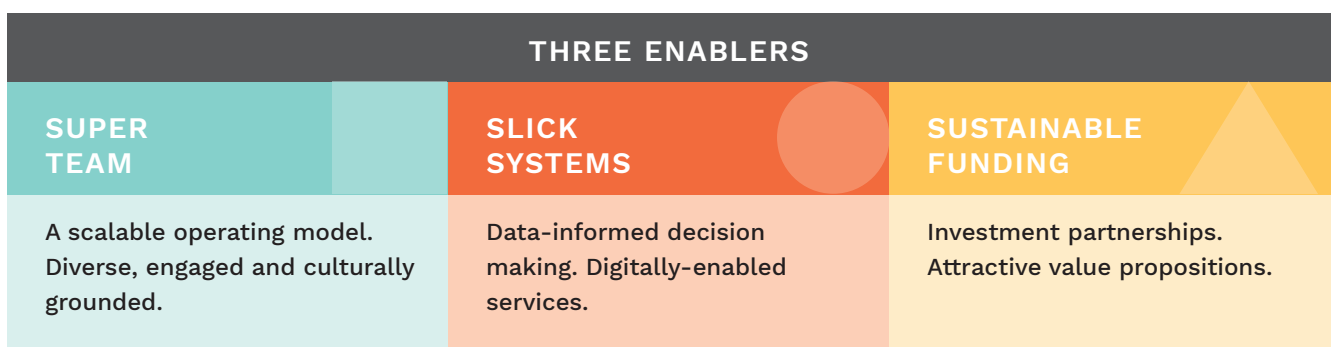
ever-escalating global intolerance of inequities and systemic barriers to equality in our society. In our local context in Aotearoa/New Zealand, the Public Service Act 2020 is now in force, which includes a new provision noting the role of the public service includes supporting the Crown in its relationships with Māori under the Treaty of Waitangi (te Tiriti o Waitangi).

An understanding and acceptance of diversity, supported by training in bias, is no longer good enough. The goalposts have shifted and the time has come to connect and unite our ecosystem of

organisations, diversity practitioners and policy makers into one bold movement for change.

OUR STRATEGIC RESPONSE

Since 2018 we have been refining our understanding of how we create value. Over the past year we surveyed our members, we researched international developments in relation to diversity and inclusion, and we formulated our theory of change. We have identified the strategic themes that shape up the framework for success, and we are in the process of creating three-year goals to the end of 2023.



WHERE TO FROM HERE?

A key shift in our strategic approach is for our organisation to be less about “delivering training” and more about “enabling transformation”.

During the upcoming reporting period, we will engage widely with our stakeholders about the implications of this shift. We will finalise our three-year goals and implement the first initiatives on our strategic roadmap.

We will put great priority

and focus on building our team and systems to support a more connected and agile operating model, and we will work relentlessly with our partners to create the tools and resources that are required in an increasingly complex environment.



OUR BOARD OF TRUSTEES

These are the Trustees serving on the board for the year ended 30 June 2020.

For full Trustee biographies, visit diversityworks.nz



MICHAEL BARNETT
Chief Executive of the Auckland Business Chamber

Michael Barnett is a highly respected voice for business and has led the Auckland Business Chamber for more than 25 years. He leads a management team dedicated to fostering business success by providing a wide range of business advisory and support services to the business community. He was a proud recipient of a NZ Order of Merit in 2011 for services to business.

PRIVATE SECTOR



SUSAN DOUGHTY (CHAIR)

Head of Reward, Zespri

A former partner at Ernst & Young Limited and Director – Talent & Engagement with Fonterra, Susan has used her influence to raise awareness of equity issues and promoting positive change within New Zealand. Along with a corporate career spanning 30 years, she has been the director and co-owner of two businesses. Susan is the past President of both the YWCA Aotearoa and Auckland YWCA, and led the design and launch of the YWCA Equal Pay Awards in 2013.



RANJNA PATEL (DEPUTY CHAIR)

Director of Tamaki Health

Ranjna has grown Tamaki Health from a family business to 50 clinics with more than 1,000 staff. As well as Ministerial appointments to NACEW, the Lottery AK Distribution Committee, and the Ethnic Communities Development Fund, she's a Trustee of Middlemore Foundation, Mental Health Foundation, NZ Police Commissioners Ethnic Forum, Executive Trustee of Total Healthcare Otago and a member of the Global Women and Co. of Women boards.



JOHN CHRISTIE

Director of Enterprise Dunedin

John is a senior management executive with previous director, CEO and project manager experience at several high-profile New Zealand organisations. In his role as Director of Enterprise Dunedin he is a member of Dunedin City Council's executive leadership team. His governance experience includes roles with Otago Polytechnic, South Canterbury District Health Board Audit Committee, Warbirds Over Wanaka, Taieri-Strath Taieri PHO and New Zealand Chambers of Commerce.

PUBLIC SECTOR



CHRIS LITCHFIELD

Managing Director, Coca Cola Amatil New Zealand Limited

Chris Litchfield is the first Kiwi appointed as Managing Director of Coca-Cola Amatil New Zealand, a position he has held since 2014. His career at Amatil began in 1993 whilst he was completing his BComm in Accounting and Economics from The University of Canterbury. He is dedicated to leading diversity and inclusion and ensuring Amatil is a leading force for change in the New Zealand FMCG sector.



ALEX CHADWICK

Manager Gender Pay Taskforce, Te Kawa Mataaho Public Services Commission

Alex currently leads the Government's Taskforce established by Te Kawa Mataaho Public Services Commission and Ministry for Women to close the gender pay gap in the Public Service and to support achievement of pay equity in the wider State sector. She is responsible for delivering against an ambitious set of milestones in the Public Service Gender Pay Gap Action Plan.



NICOLA NGAWATI

Director (Kaiwhakahaere Matua), Joint Roopū at the Ministry for Women

Nicola Ngawati (Ngāpuhi, Ngati Hine) is the Director (Kaiwhakahaere Matua) of the Joint Roopū at the Ministry for Women, leading the government's response to the Mana Wāhine Kaupapa Inquiry. Her role is focused on improving outcomes for Wāhine Māori through increased coordination across the public service. Nicola has extensive experience in diversity and inclusion, equal employment opportunities and the interface with the Crown/Māori partnership.



ADRIENNE MILLER

Consultant and Independent Director; General Manager, ICSA New Zealand

Adrienne has worked for more than 20 years in the waste, building products, construction and infrastructure industries, working for Downers, Fletchers, Carter Holt Harvey, Watercare and Waste Management. She is currently General Manager, NZ at ISCA, a member-based, not-for-profit ensuring infrastructure delivers social, cultural, environmental and economic benefits. She also holds a number of governance roles.



LAULU MAC LEUANAE

Chief Executive of the Ministry for Pacific Peoples

Since starting in his current role, Laulu has led the development of a bold and unifying vision for Pacific communities in New Zealand, and has secured new investments and Pacific-led initiatives to lift the economic, social and cultural wellbeing of Pacific peoples. He is of Samoan descent and holds the Chiefly title of Laulu from Fa'ala. His aiga reigns from Fa'ala, Iva and Sa'anapu.



DEBBIE POWER

Chief Executive of the Ministry of Social Development

Debbie is the Chief Executive of the Ministry of Social Development where she leads one of the largest public service departments in New Zealand. Prior to this appointment, she was the statutory Deputy State Services Commissioner and Chief Executive of the State Services Commission, moving to this role in 2015 from the Ministry of Social Development (MSD) where she was Deputy Chief Executive Service Delivery.



STATEMENT OF FINANCIAL PERFORMANCE

FOR THE YEAR ENDED 30 JUNE 2020

	NOTE	2020	2019
REVENUE		\$	\$
Donations, fundraising and other similar revenue	1	1,123,792	931,270
Revenue from providing services	1	746,421	795,614
Interest, dividends and other investment revenue	1	11,685	12,417
Total Revenue		1,881,898	1,739,301
EXPENSES		\$	\$
Expenses related to public fundraising	2	-	58,950
Volunteer and employee related costs	2	892,340	755,939
Costs related to providing services	2	638,824	750,033
Other expenses - Depreciation	2	23,590	24,085
Total Expenses		1,554,754	1,589,008
Surplus / (Deficit) for the year		327,143	150,293

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2020

	NOTE	2020	2019
CURRENT ASSETS			
Bank accounts and cash	3	663,491	680,625
Debtors and prepayments	3	300,715	328,500
Investments	3	478,322	170,962
Total Current Assets		1,442,528	1,180,087
NON-CURRENT ASSETS			
Property, plant and equipment	5	38,419	67,504
Total Non-Current Assets		38,419	67,504
Total Assets		1,480,947	1,247,591
LIABILITIES			
Current Liabilities			
Creditors and accrued expenses	4	67,230	135,023
Employee costs payable	4	74,218	50,843
Other current liabilities	4	158,855	208,225
Total Current Liabilities		300,303	394,091
Total Assets less Total Liabilities (Net Assets)		1,180,644	853,500
ACCUMULATED FUNDS			
Accumulated surpluses	6	403,265	853,500
Other reserves		777,378	
Total Accumulated Funds		1,180,644	853,500

For and on behalf of the trustees:



Susan Doughty
Chair, Board of Trustees



John Christie
Chair, Finance Committee

30 September 2020

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2020

	NOTE	2020	2019
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash was received from:			
Donations, fundraising and other similar receipts		1,139,353	1,063,380
Receipts from providing services		746,421	890,525
Interest, dividends and other investment receipts		11,685	11,217
Net GST		(28,914)	15,633
Cash was applied to:			
Payments to suppliers		714,848	754,624
Fundraising		868,965	58,950
Employee related		-	738,601
Net cash flows from/(used in) operating activities		284,732	428,580
CASH FLOWS FROM INVESTING & FINANCING ACTIVITIES			
Cash was received from:			
Receipts from the sale of property, plant and equipment		5,495	-
Cash was applied to:			
Payments to acquire property, plant and equipment		-	45,486
Investment in term deposits		307,381	77,687
Net cash flows from/(used in) investing & financing activities		(301,866)	(123,173)
NET INCREASE IN CASH			
		(17,134)	305,407
Opening bank accounts and cash		680,625	375,218
Closing bank accounts and cash		663,491	680,625
This is represented by:			
Bank accounts & Cash	3	663,491	680,625

STATEMENT OF ACCOUNTING POLICIES

FOR THE YEAR ENDED 30 JUNE 2020

REPORTING ENTITY

Equal Employment Opportunities Trust is a Charitable Trust established under the Charitable Trusts Act 1957 and governed by the trust deed dated 24 March 1992. It was registered as a charitable entity under the Charities Act 2005 on 8 April 2008.

BASIS OF PREPARATION

Equal Employment Opportunities Trust has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not for profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future. The figures in the performance report are rounded to the nearest dollar.

SPECIFIC ACCOUNTING POLICIES

VALUATION OF PROPERTY, PLANT AND EQUIPMENT

Fixed Assets are recorded at cost, less accumulated depreciation.

DEPRECIATION

Depreciation is charged to the Statement of Financial Performance at the same rate as is allowed by the Income Tax Act 2007 over the estimated useful lives of each part of an item of property, plant and equipment. The method and rates applied are as follows:

ASSET CLASS

Buildings - 8% straight line
Furniture & Fittings - 6 - 8% diminishing value
Computer Equipment - 14.4 - 67% diminishing value

LEASED ASSETS

Leases under which the Trust assumes substantially all the risks and rewards incidental to ownership have been classified as finance leases and are capitalised.

The asset and corresponding liability are recorded at the inception of the lease at the fair value of the leased asset, at amounts equivalent to the discounted present value of the minimum lease payments including residual values. Finance charges are apportioned over the terms of the respective leases using the actuarial method. Capitalised lease assets are depreciated over their expected lives in accordance with rates established for other similar assets.

Operating lease payments are representative of the pattern of benefits derived from the leased assets and accordingly are charged to the Statement of Financial Performance in the periods in which they are incurred.

GOODS AND SERVICES TAX (GST)

The Trust is registered for GST. All revenue and expense transactions are recorded net of GST. Where applicable, all assets and liabilities have been stated net of GST with the exception of receivables and payables which are stated inclusive of GST.

INCOME TAX

Equal Employment Opportunities Trust is a registered charitable entity under the Charities Act 2005, and accordingly is exempt from income tax under sections CW41 and CW42 of the Income Tax Act 2007.

BANK ACCOUNTS & CASH

Bank accounts and cash include cash on hand, bank balances, deposits held at call with banks and other short term highly liquid investments with original maturities of 90 days or less.

INVESTMENTS

Bank term deposits for periods exceeding 90 days are classified as investments and are initially measured at the amount invested. Interest is subsequently accrued and added to the investment balance. After initial recognition bank term deposits are measured at amortised cost using the effective interest method less impairment.

REVENUE FROM SALE OF SERVICES

Revenue is recorded based on the stage of completion of the service at balance date.

Grants and donations are recorded as revenue as received unless there is an explicit "use or return" condition attaching to the grant, in which case the amounts relating to unspent grants is recognised as a liability and released to income as the grant is spent.

Event and training income, including sponsorship of those events is recognised when the event or training takes place.

TRADE AND OTHER RECEIVABLES

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less an allowance for any uncollectable amounts. Individual debts that are known to be uncollectable are written off in the period that they may be identified.

TRADE AND OTHER PAYABLES

Trade and other payables represents liabilities for goods and services provided to the Trust prior to the end of the financial year which are unpaid. Trade and other payables are recorded at the amount of cash required to settle those liabilities. The amounts are unsecured and are usually paid within 30 days of recognition.

EMPLOYEE ENTITLEMENTS

Employee entitlements to salaries and wages, annual leave and other benefits are recognised when they accrue to employees.

CHANGES IN ACCOUNTING POLICIES

There have been no changes in accounting policies. All policies have been applied on bases consistent with those used throughout the period.

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2020

		2020	2019
NOTE 1: ANALYSIS OF REVENUE			
Revenue Item	Analysis		
Donations, fundraising and other similar revenue	Government Matching & Funds	396,000	396,000
	Donations received	727,792	535,270
	Total	1,123,792	931,270
Revenue from providing services	Diversity Awards Ticket Sales and Sponsorship	277,571	297,695
	Events, Training and Sponsorship	458,899	149,165
	Consulting Services	9,950	348,754
	Total	748,421	795,614
Interest, dividends and other investment income	Interest on cash deposits	11,685	12,417
NOTE 2: ANALYSIS OF EXPENSES			
Expense Item	Analysis		
Expenses related to public fundraising	Communication & Marketing	-	58,700
	Information Services	-	250
	Total	-	58,950
Volunteer and employee related costs	Salary & Wages	892,340	755,939
	Total	892,340	755,939
Expenses related to providing services	Diversity Awards expenses	248,327	237,000
	Events and Training expenses	65,774	57,940
	Consultancy Services	6,307	154,762
	Administration and Overhead costs	318,416	300,332
	Total	638,824	750,034
Other Expenses	Depreciation	23,590	24,085
	Total	23,590	24,085

Fees of \$8,100 and \$2,950 were paid by the Trust to Crowe New Zealand Audit Partnership for the audit of the performance report and assistance with preparation of the performance report respectively for the year ended 30 June 2020 (2019: \$7,950 and \$2,950 respectively).

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2020

		2020	2019
NOTE 3: ANALYSIS OF ASSETS			
Asset Item	Analysis		
Bank accounts and cash	Bank account cheque	264,789	281,798
	Bank account savings	398,702	140,133
	Term Deposits	-	258,694
	Total	663,491	680,625
Debtors and prepayments	Accounts receivable	284,787	226,803
	Prepaid expenses	15,928	101,697
	Total	300,715	328,500
Investments	Term Deposits	478,322	170,962
NOTE 4: ANALYSIS OF LIABILITIES			
Liabilities Item	Analysis		
Creditors and accrued expenses	Accounts payable	20,113	96,899
	Accrued Expense	11,824	11,500
	GST Payable	30,036	21,804
	Credit Card	5,258	4,820
	Total	67,230	135,023
Employee costs payable	Annual leave accrual	33,438	19,016
	Salary & Wage accrual	30,597	21,600
	PAYE and other taxes	10,183	10,227
	Total	74,218	50,843
Other Current Liabilities	Income in Advance - Events	158,855	208,225
	Total	158,855	208,225

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2020

NOTE 5: PROPERTY PLANT & EQUIPMENT

THIS YEAR					
Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Buildings	3,512	-	-	2,809	903
Furniture and fixtures, and Office Equipment	25,659	-	(12,041)	2,513	11,105
Computers	38,333	7,240	(695)	18,488	28,411
Total	67,504	7,240	(12,735)	23,590	38,419

LAST YEAR					
Asset Class	Opening carrying amount	Purchases	Sales/ (Disposals)	Current year depreciation	Closing carrying amount
Buildings	3,723	3,388	-	3,599	3,512
Furniture and fixtures, and Office Equipment	24,193	4,986	-	3,520	25,659
Computers	10,797	44,502	-	16,966	38,333
Total	38,713	52,876	-	24,085	67,504

Significant donated assets recorded - source and date of valuation

None

Significant donated assets - not recorded

None

NOTE 6: CHANGES IN ACCUMULATED FUNDS

THIS YEAR				
Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening Balance	-	853,500	-	853,500
Surplus	-	327,143	-	327,143
		(777,378)	777,378	
Closing Balance	-	403,265	777,378	1,180,643

LAST YEAR				
Description	Capital Contributed by Owners or Members	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening Balance	-	703,207	-	703,207
Surplus	-	150,293	-	150,293
Closing Balance	-	853,500	-	853,500

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
NOTE 7: COMMITMENTS		
Explanation and Timing		
Commitments to lease or rent of assets		
Less than 1 year	7,340	47,124
Greater than 1 year, less than 5 years	-	7,340
	7,340	54,464

Prior year, the Trust had a commitment for the hireage of event facilities of \$32,950

NOTE 8: CONTINGENT LIABILITIES

At balance date there were no known contingent liabilities (2019: nil)

	2020	2019	2020	2019	
NOTE 9: RELATED PARTY TRANSACTIONS					
Description of relationship with trustees	Description of transaction	Value of Transactions	Value of Transactions	Amounts outstanding	Amounts outstanding
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Rent paid to Chamber of Commerce	36,667	40,000	-	-
Michael Barnett - Chief Executive of Auckland Chamber of Commerce	Accounting Services paid to Chamber of Commerce	9,750	44,000	-	4,358
	Total	46,417	84,000	-	4,358

Sponsorship, donations and consultancy service revenue has been received by the Trust during the years ended 30 June 2020 and 30 June 2019 from organisations which have Officers that are also Trustees of the Trust.

NOTES TO THE PERFORMANCE REPORT FOR THE YEAR ENDED 30 JUNE 2020

NOTE 10: EVENTS AFTER BALANCE DATE

The Trustees are aware of the World Health Organisation's declaration of a global health emergency relating to the spread of COVID-19 on 31 January 2020 and the New Zealand governments decision that all nonessential businesses are to close effective 25 March 2020 for a period of 4 weeks. The Trustees are addressing the impact of COVID 19 through business continuity planning. The Trustees consider the Trust's financial position along with current cash reserves adequate to meet the operating, investing and financing cashflow requirements of the Trust for the foreseeable future. For this reason, the Trustees continue to adopt the going concern assumption in preparing the financial statements for the year ended 30 June 2020.

The Board, at its most recent meeting on 6 August 2020, resolved to allocate 6 months of operating expenses to a General Reserve. This decision was taken in context of contingency and business continuity planning in respect of the Covid-19 developments.

STATEMENT OF SERVICE PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2020

Diversity Works New Zealand is the only national body specifically set up to promote, facilitate and showcase best practice workplace diversity and inclusion across all diversity dimensions. Since our establishment as a Charitable Trust in 1992, we have been continuously jointly supported by government and employer contributions. In the financial year 1 July 2019 to 30 June 2020, 483 organisations were donor members. These organisations came from all around New Zealand and represent the private, public and not for profit sectors. We engaged face to face with 6,334 people through public and customised education workshops held in seven regional centres and our three major cities. We also engaged with thousands more through our online channels. Our Annual Diversity Awards NZ attracted 76 entries across nine categories and the gala dinner in August 2019 was attended by 627 people.

	2020	2019
DESCRIPTION AND QUANTIFICATION OF THE ENTITY'S OUTPUTS		
a) Public and customised education workshops (event information):	attendees at events	attendees at events
Customised training/workshop attendees	4,382	3,454
Public events	1,575	
b) Diversity Awards attendees	627	729
	number of members	number of members
c) Membership	483	455



AUDITOR'S REPORT

FOR THE YEAR ENDED 30 JUNE 2020

Independent Auditor's Report

Opinion

We have audited the performance report of the Equal Employment Opportunities Trust ("the Trust") on pages 17 to 25, which comprises the entity information, the statement of service performance, the statement of financial performance and statement of cash flows for the year ended 30 June 2020, the statement of financial position as at 30 June 2020, and the statement of accounting policies and other explanatory information.

In our opinion:

a) the reported outcomes and outputs, and quantification of the outputs to the extent practicable, in the statement of service performance are suitable; and
b) the performance report on pages 2 to 14 presents fairly, in all material respects,;

- the entity information for the year then ended;
- the service performance for the year then ended; and
- the financial position of the Equal Employment Opportunities Trust as at 30 June 2020 and its financial performance and cash flows for the year then ended

in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit).

Emphasis of Matter - COVID-19

We draw attention to Note 10 of the performance report, which describes the effects of the World Health Organisation's declaration of a global health emergency on 31 January 2020 relating to the spread of COVID-19. Our opinion is not modified in respect of this matter.

Responsibilities of the Trustees for the Performance Report

The Trustees are responsible on behalf of the Trust for:
(a) identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance;
(b) the preparation and fair presentation of the performance report, which comprises:

- the entity information;
- the statement of service performance; and
- the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report

in accordance with Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) issued in New Zealand by the New Zealand Accounting Standards Board; and

c) For such internal control as the Trustees determine is necessary to enable the preparation of the performance report that is free from material misstatement, whether due to fraud or error.

In preparing the performance report, the Trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Performance Report

Our objectives are to obtain reasonable assurance about whether the performance report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) and ISAE (NZ) 3000 will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of this performance report.

As part of an audit in accordance with ISAs (NZ) and ISAE (NZ) 3000, we exercise professional judgement and maintain professional scepticism throughout the audit.

We communicate with the Trustees regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Crowe New Zealand Audit Partnership

CHARTERED ACCOUNTANTS

Dated at Auckland this 2nd day of October 2020

DIVERSITY WORKS NEW ZEALAND | MEMBERS

Thank you for your commitment to a more inclusive Aotearoa New Zealand.

FOUNDATION MEMBERS (since 1992)

Air New Zealand Limited
ANZ Bank New Zealand
ASB Bank Limited
BP Oil New Zealand Limited
Business New Zealand
Fisher & Paykel Appliances Limited
Fletcher Building Limited
Fonterra Co-operative Group Limited
KiwiRail Group
New Zealand Post Limited
Progressive Enterprises Limited
Spark New Zealand Limited
Westpac New Zealand Limited

MEMBERS

A and T van Maren Partnership
A.C. Nielsen (N.Z.) ULC
AA Insurance Limited
AAPC Properties Pty Ltd
AbbVie Limited
Accident Compensation Corporation
Action Engineering Limited
Acumen Republic
AgResearch Limited
AIA New Zealand Limited
AIG Insurance New Zealand Limited
Airways Corporation of New Zealand Ltd
Allfields Customised Solutions Limited
AllSpark Limited
Alpha Recruitment Limited
AlSCO NZ
Altris Ltd
Aluminium Installation & Services Limited
Ambience Tiling Limited
Anderson Lloyd Lawyers
Antarctica New Zealand
Appoint Better Boards
Ara Institute of Canterbury Limited
Arbitrators' and Mediators' Institute of New Zealand
Architectus
Artemis Executive Recruitment Limited
Arup New Zealand Limited
Asco Asphalt
Aspeq Limited
Aspire2 Business | Workplace Communication
Aspire2 International
Association of Consulting Engineers New Zealand (ACENZ)
AsureQuality Ltd
Auckland Chamber of Commerce
Auckland District Health Board
Auckland International Airport Ltd
Auckland Tourism, Events and Economic Development (ATEED)
Auckland Transport
Auckland War Memorial Museum

Auckland Women's Centre
Aurecon New Zealand Limited
AUT University
Aviat Networks
Ballance Agri-Nutrients Limited
Bay of Plenty Community Trust Inc
Bay of Plenty District Health Board
Bay of Plenty Regional Council
BCITO
BDO Christchurch Limited
BDO New Zealand Limited
BDO Taranaki Limited
Beca Limited
Bell Gully
Ben Vanderkolk care of BVA The Practice
Blind Low Vision NZ
Bluebird Foods Ltd
BNC International Limited
Boffa Miskell Ltd
Born Digital
Brambles New Zealand Limited
Brian Sokolich Panelbeaters Ltd
Bright Track Ltd
Briscoes Group Limited
Briscoes Group Limited
British American Tobacco (NZ) Ltd
Brookfields Lawyers
Bunnings (NZ) Limited
Bupa Care Services NZ Ltd
Canon New Zealand Limited
Canterbury Rugby Football Union
Capital Training Limited
Careering Options Limited
Carmento Limited
CASS HR for Department of the Prime Minister and Cabinet
Cavell Leitch
CBD Windows & Doors Ltd
Central Football
CerebralFix Limited
Changda International New Zealand Ltd
Chapman Tripp
ChildFund New Zealand Limited
Chorus New Zealand Limited
Christchurch City Council
Christchurch International Airport Limited
Chubb Insurance New Zealand Limited
City Care Limited
Clemenger Group Limited
Coca Cola Amatil (NZ) Ltd
Codeblue
Coffey Services (NZ) Ltd
Commerce Commission
Commission for Financial Capability
Community Connections Te Hapori Awhina Tangata
Community Education Trust Auckland
Compass Group NZ Ltd
Competenz
Connexis
Conrad Properties Limited
Constellation Brands New Zealand
Construct Civil Limited
Consult Recruitment Limited
Contact Energy Limited

Counties Manukau Kindergarten Association
Coverstaff Recruitment Ltd
CPB Contractors Pty Limited
CPR Limited
Craigs Investment Partners
Creative New Zealand
Datacom New Zealand Limited
Davidson Twaddle Isaac Lawyers Limited
DB Breweries Limited
DDB Group NZ
Deaf Aotearoa Holdings Limited
Dentons Kensington Swan
Dentsu Aegis Network NZ
Department of Conservation
Disability Resource Centre HB Trust
Diversity Council Australia Ltd
DLA Piper New Zealand
Downer New Zealand
Downlights Limited
Drake International
Dunedin City Council
EAP Services Ltd
EAPworks
Earthquake Commission
Education Payroll Limited
Education Unlimited
Edvance Workplace Education
EI Build Limited
Electricity Authority
Employers Assistance Ltd
Employment Services Limited T/A Canstaff
Enable Networks Limited
Endace Measurement Systems Ltd
Engage HR Limited
ENGEO Limited
Engineering New Zealand
Enterprise IT Ltd
Environment Canterbury Limited
Environmental Protection Authority (EPA)
Equal Employment Opportunities Trust CC22630
Equifax New Zealand Information Services & Solutions Ltd
Equinox Limited
Ernslaw One Limited
Essential HR Limited
Far North REAP Society Inc
Farmers Mutual Group
Fidelity Life Assurance Company Limited
Financial Markets Authority (FMA)
Fire and Emergency New Zealand
Fisher & Paykel Healthcare Ltd
Flexi Group NZ Limited
Flick Electric Co
Flow Transportation Specialists Limited
FNZ Ltd
Foodstuffs North Island Limited
Freightways Limited
Frog Recruitment Limited
Fuel Storage
GBL Personnel Limited
Gentrack Limited
GHD Limited

GNS Science International Limited
Golder Associates (NZ) Limited
Goodman Property Services (NZ) Limited
Government Communications Security Bureau
Graham Carr Limited
GrainCorp
Grant Thornton New Zealand Ltd
Greater Wellington Regional Council
Greenstone Solutions Limited
Halberg Foundation
Hanyang Corporation
Harbour Sport
Harrison Grierson Consultants Limited
Health Promotion Agency
HealthElement 2009 Ltd
Heaney & Partners Limited
HEB Construction Limited
Hobson Leavy Limited
Hockey New Zealand
Holmes Group
Hope-Cross Consulting Ltd
Horticulture New Zealand Limited
Hudson Global Resources (NZ) Limited
Human Resources Institute of NZ (HRINZ)
IAG Group
IBM New Zealand Ltd
Infrastructure New Zealand Limited
Ingram Micro NZ Limited
Inland Revenue
Inside Executive Recruitment
Institute of Environmental Science & Research
International Education Fund Limited
Intop Homes Limited
Itus Scaffolding Ltd
Jackson Stone and Partners
Jacobs New Zealand Limited
James & Wells
James Hardie New Zealand Ltd
Johnson & Johnson (New Zealand) Limited
JSR Tiling Limited
Just Employment Limited
Kainga Ora-Homes and Communities
Kerridge & Partners Ltd
Key Assets
Khan Cartage Limited
Kiwi Property
Kiwi Wealth Investments LP
Kiwibank Ltd
KPMG
Lakes District Health Board
Land Information New Zealand
Law Commission
LawWorks
Legal Personnel (2017) Limited
Life Links
Life Recruitment Limited
Lift Education
Lincoln University
Lion NZ Limited
Lonelyseat
Lotto New Zealand
Lotus Supermarket

Louie Berkers Collision Repair Centre LTD	New Zealand Red Cross	Reserve Bank of New Zealand	The Hongkong & Shanghai Banking Corporation Ltd
M et M Limited	New Zealand Steel Ltd	Rider Levett Bucknall Auckland Ltd	The Lion Foundation
Manaaki Whenua Landcare Research NZ Ltd	New Zealand Transport Agency (NZTA)	Road Transport Forum	The Ministry of Business, Innovation and Employment (MBIE)
Maori Television Service	New Zealand Winegrowers	RocketWerkz Studios Limited	The New Zealand Institute for Plant and Food Research Limited
Marsh NZ LTD	Newasian Logistics Ltd	Rotorua Heritage Farm Limited	The Otago Chamber of Commerce
Martin Jenkins	NIB NZ Limited	Rotorua Lakes Council	The Royal Australian and New Zealand College of Ophthalmologists RANZCO
MAS (Medical Assurance Society)	Niche Recruitment Limited	RSCA - Recruitment, Consulting and Staffing Association of Australia & NZ	The Royal New Zealand College of General Practitioners
Massey University	Ninja Kiwi Limited	RTA Studio	The Todd Corporation
Masterton District Council	Nippon South Pacific Limited	RUSH Limited	The Treasury
MaxiTRANS Industries	Nirvana Health Group	Russell McVeagh	The University of Otago
MB Century	North Canterbury Alpine Trust	Ryan Recruitment	The Warehouse Limited
McConnell Dowell Constructors Ltd	Northpower Ltd	Saatchi & Saatchi Limited	Thinkplace
McDonald's Restaurants (NZ) Ltd	NZ Council for Educational Research	Salt	Timely Limited
Media Design School	NZ Health Partnerships Limited	Selector Limited	Tomorrow's People Ltd
MediaWorks New Zealand	NZ Public Service Association Inc	Selwyn District Council	Tonkin & Taylor Ltd
Mental Health Foundation of New Zealand	NZME Publishing Limited	Serious Fraud Office	Top Drawer Consultants
Merck Sharp & Dohme (New Zealand) Limited	NZSki Limited	Shadeworld	Topline Group
Meredith Connell	NZX Limited	Shamrock Recruitment Group	Totara Hospice South Auckland
Meridian Energy Ltd	Obertech Group	Shine Communications Group Limited	Tower Insurance Limited
Metalcraft Roofing Limited	Oceania Can Limited	Shore Ceilings & Partitions Limited	Transdev Auckland Ltd
Metro Performance Glass	OCG Consulting Ltd	Simpson Grierson	Transpower New Zealand Limited
Metroclad Limited	Office of Film & Literature Classification	Site Safe New Zealand Inc	Tribe Limited
MetService NZ Ltd	Office of the Auditor-General and Controller	SKY TV	Trustees Executors Limited
MidCentral District Health Board	Office of the Clerk of the House of Representatives	SKYCITY Auckland Limited	Trustpower Limited
Ministry for Culture and Heritage	Office of the Privacy Commissioner	Soar Printing Company Limited	TupuToa
Ministry for Pacific Peoples	OfficeMax New Zealand Limited	Social Labour Supply Ltd	Unicon Networks Limited
Ministry for Primary Industries	OMD New Zealand Limited	SOLGM	Unitec Institute of Technology
Ministry for the Environment	Opotiki District Council	Solnet Solutions Limited	Unleashed Software Limited
Ministry for Women	Oriana Enterprises Limited	Southern Cross Health Society	Upskills
Ministry of Defence	Orient Construction Limited	Southern Cross Hospitals Ltd	Vector Limited
Ministry of Education	Otago Polytechnic Limited	Southland District Council	Victoria University of Wellington
Ministry of Foreign Affairs and Trade	Pacific Steel (NZ) Limited	Space and Light Limited	Villa Maria Estate Limited
Ministry of Justice	PAE (New Zealand) Limited	Sparta Construction NZ Limited	Vodafone New Zealand Limited
Ministry of Social Development	Palmerston North City Council	Special Group Limited	Waikato District Health Board
Ministry of Transport	Parkable	Sport and Recreation New Zealand	Waitemata District Health Board
Minter Ellison Rudd Watts	Parker Bridge (NZ) Ltd	Springload Web Design	Wakatū Incorporation
Morrison Low & Associates Limited	Parliamentary Service	Statistics New Zealand	Watercare Services Limited
MOTAT	Partners Life	Structural Support and Panel NZ Ltd	We Are Indigo Limited
National Institute of Water & Atmospheric Research Limited	Peddle Thorp Ltd	Sudima Hotels - Hind Management (NZ) Limited	Wellington City Council
National Personnel Ltd	Pentair Flow Technologies Pacific Pty Ltd	Suncorp New Zealand	Wellington Pipelines Limited
Nauhria Precast Limited	PHARMAC	Supercut Engineering Ltd	Wellington Regional Economic Development Agency
Nauhria Reinforcing Limited	Philip Morris (NZ) Limited	Sustainable Business Network	Whanganui District Health Board
Naumi Hotels NZ PTY Limited	Platinum Recruitment	Synlait Milk Ltd	Whitehaven Wine Company Ltd
Naylor Love Limited	Porirua City Council	T&G Global	Whitireia Community Polytechnic Limited
Nelson City Council	Ports of Auckland Ltd	Talent Vault Group Limited	Woolux Corporation Limited
Nelson Marlborough Institute of Technology Limited	PPG Industries NZ Ltd	Tamaki Regeneration Company	WorkSafe New Zealand
Netball New Zealand Inc	Precinct Properties NZ Ltd	Tauranga City Council	WorleyParsons New Zealand Limited
Network Personnel	Predict HQ Limited	TBWA New Zealand Limited	Wotton + Kearney Limited
New Plymouth District Council	Primary ITO	Te Aho o Te Kura Pounamu	WPP Holdings
New Zealand AIDS Foundation	Progress to Health	Te Hopai Trust Group	Write Limited
Te Tuuaapapa Mate Aaraikore o Aotearoa	Publishers Association of New Zealand Incorporated	Te Kawa Mataaho Public Service Commission	WSP New Zealand Limited
New Zealand Careers Limited	Quattra Mechanical Limited	Te Pou o te Whakaaro Nui	WYCH Limited
New Zealand Customs Service	Queenstown Barber Limited	Te Puni Kōkiri Ministry of Māori Development	Wynn Williams
New Zealand Defence Force HQ	Queenstown-Lakes District Council	Te Tari Taiwhenua Internal Affairs	Xero Limited
New Zealand Educational Institute Te Riu Roa	Racing Industry Transition Agency (RITA)	Te Taura Whiri I te Reo Māori Māori Language Commission	Yellow NZ Limited
New Zealand Film Commission	Ravensdown Limited	Teaching Council	Youinity Limited
New Zealand Football	RCP Limited	Tearfund	YWCA Auckland
New Zealand Game Developers Association	RDT Pacific Limited	Tegel Foods Ltd	Z Energy Limited
New Zealand Green Building Council	Real Estate Institute of New Zealand	Terra Group NZ Ltd	
New Zealand Oil & Gas Limited	Real Journeys Limited	Tertiary Education Commission	
New Zealand Police	Rebel Sport	The Communication Agencies Association of NZ	
New Zealand Recreation Association Incorporated	Recruit IT Group Ltd	The Diversity Agenda	
	Redvespa Consultants Ltd	The Hearing House	
	Regional Facilities Auckland Limited		

Members as at 30 June 2020

TRUSTEES

FOR THE YEAR ENDED 30 JUNE 2020

The following persons held positions as Trustees of the Equal Employment Opportunities Trust (EEO Trust) as at 30 June 2020:

Susan Doughty

EEO Trust Chair,
Director, Caloda Ltd

Michael Barnett (Co-opted member)

Chief Executive, Auckland Business Chamber

Alex Chadwick

Manager Gender Pay Taskforce, Te Kawa Mataaho
Public Service Commission

John Christie

Director of Enterprise Dunedin

Laulu Mac Leauanae

Chief Executive of the Ministry for Pacific Peoples

Chris Litchfield

Managing Director, Coca Cola Amatil New Zealand
Limited

Adrienne Miller

Consultant and Independent Director
General Manager, ISCA New Zealand

Nicola Ngawati

Director (Kaiwhakahaere Matua), Joint Roopū at the
Ministry for Women

Ranjna Patel

Director of Nirvana Health Group

Debbie Power

Chief Executive of the Ministry of Social Development

Activity

The EEO Trust was incorporated under the Charitable
Trusts Act 1957 on 31 March 1992.

The purpose of the EEO Trust is to promote to New
Zealand employers the implementation of equal
employment opportunities principles and best
practice in the work place.

For and on behalf of the Board of Trustees:



Susan Doughty

Chair, Board of Trustees
30 September 2020



John Christie

Chair, Finance Committee
30 September 2020

TRUST DIRECTORY

AS AT 30 JUNE 2020

Nature of Business

To promote to New Zealand employers the
implementation of equal employment opportunities
principles and best practice in the workplace.

Registered Office

Level 1
90 Symonds Street
Auckland Central
Auckland 1010

PO Box 12929
Auckland 1642
Ph 09 525 3023
E-mail admin@diversityworks.nz
www.diversityworks.nz

Accountants

Findex
Level 29
188 Quay Street
Auckland 1010

Auditors

Crowe Horwath New Zealand Audit Partnership
Level 29
188 Quay Street
Auckland 1010

Bankers

ASB Bank Limited
Business Banking Centre
PO Box 35
Shortland Street
Auckland 1140

Alliance Partners

- Coca Cola Amatil
- Russell McVeagh
- Skills Highway
- Te Kawa Mataaho Public Service Commission
- Te Puni Kōkiri
- Te Tari Taiwhenua Internal Affairs

Trust Settlement Date

24 March 1992



**WE HELP ORGANISATIONS
DO WORKPLACE INCLUSION WELL
AND DO WELL BECAUSE OF IT**



DIVERSITY WORKS NEW ZEALAND

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